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From: Steenbock, John
Sent: Wed 8/10/2016 9:16:08 AM
Subject: Executive Hiring Summary - 07/28/16
[Executive Summary 07-28-16.xlsx](#)
[Post Doc Tracker 2014-15.xlsx](#)

Colleagues,

Attached is the latest (as of 07/28/2016) information on recruitments, including a separate federal post doc tracker, for your review. We added 2 external to EPA hires from last report.

ORD currently has 123 recruitments in process, which is up from 114 last month

- * 12 new recruitments added
- * 1 recruitments cancelled
- * 2 employees brought on board

We have had some progress on jobs moving through the SSC

- * 6 job analyses completed by SMEs and returned to SSC, up from 4 on 06/30/16
- * 4 job analyses being finalized so vacancy can be announced, down from 8 on 06/30/16
- * 6 new vacancy announcements posted, up from 5 on 06/30/16
- * 13 vacancy announcements closed, up from 10 on 06/30/16
- * 14 certs issued, up from 9 on 06/30/16

We continue to have lengthy delays in the recruitment process

- * The avg # of days from LCO request date is 238, up from 215
- * The avg # of days recruitment actions are in classification is 47, up from 46

* The avg # of days recruitment actions are in staffing before the vacancy announcement is posted is 156, up from 159

* The avg # of days from vacancy announcement closing to issuing certificate is 41, down from 46

Summary of post doc information as of 7/24/16

* 79 Post Docs onboard – (+5 from last month)

* 6 Post Doc selections with FY16 EOD - (-5 from last month)

* 1 Post Doc recruitments pending from Dec announcement - no change

* 7 Post Doc recruitments pending from June announcement that closed July 29th – no change

Synopsis of FY15 and FY16 hiring external to ORD

* 210 Total external hires 10/01/14 through 7/24/16 – (+9 from last month)

- 79 Post Docs EOD'd as of 7/24/16 - (+5 from last month)

- 36 Permanent hires from outside EPA – (+6 from last month)

- 72 Pathways interns hired in FY2016/2016 – (+2 from last month)

- 23 Permanent hires from elsewhere in EPA (+1)

- 53 Pathways interns separated in FY2015/2016 – (+2)

* 157 Total external hires less separated interns = increase of 6 over last month